

PreventConnect

TEXT CHAT TRANSCRIPT

WEB CONFERENCE

Recruiting, Hiring, and Training Preventionists

September 12, 2012

2:00-3:30 PM Eastern (11:00 AM – 12:30 PM Pacific)

Presenters and Guests

Jen Grove, Prevention Outreach Coordinator, National Sexual Violence Resource Center

Liz Zadnik, Education & Resource Coordinator, Pennsylvania Coalition Against Rape

Amy Smith, Education Services Manager, Women In Need

Host

David Lee, PreventConnect Project
California Coalition Against Sexual Assault

Participant names have been removed from this chat record, unless provided by the participant in text.

<http://www.nsvrc.org/publications/nsvrc-publications-information-packets/perfect-shade-change-resources-sexual-violence>

Materials and recording from last conference

I am unable to click on the icon?

Not the big screen, there should be a survey area right above the chat field that you can click on yes or no (on left side of screen).

This is more planning for potential future roles/responsibilities, in the event I find myself in that role. Also, I am responsible for interviewing hiring interns

I want to get insight into what organizations are looking for to get hired! I also manage volunteers in a health promotion field.

Sarah, ditto.

<http://www.nsvrc.org/publications/nsvrc-prevention-assessment-year-2-report-innovations-prevention>

The resource packet seems very cool is there anywhere to download the whole packet as one PDF instead of the 6 different documents?

Laura, I believe currently the packet is only available in sections.
Is there a training checklist? what are some mandatory capabilities?
?

Leslie, the last web conference on core competencies mentioned several of these. <http://preventconnect.org/2012/07/nsvrc-web-conference-aug-2012/>

The packet

What was your experience and how did it enrich your work in prevention?

Counseling background, MA

My sales training background helps immensely!

Public Health

personal experience contributed to a passion for prevention

Public Relations

customer service background helped me!

Public Health

I have a Masters in Public Health which I focused on Sexual Violence Prevention.

BA in Sociology and MS in Human Service Leadership

BA in Journalism & Strategic Communication, Master's in Social Work
working with youth in juvenile detention centers

Activist, voluntary and paid work in sexual and domestic violence
advocacy and response. Facilitation training in sexuality.

background in theatre; joined Men Stopping Rape while getting my
MFA...

I'm brand new to DV/SA prevention but have done Substance Abuse
prevention for years

and a BS in psychology with undergrad teaching experience

I am a social worker now but my past experience in IT Customer
Support has been surprisingly useful as well.

Being a public school teacher and children's counselor before doing
violence prevention in the classroom was very helpful.

I was in political science, the communication, campaign organizing and
understanding of social change has been helpful

Working one on one mentoring youth and staying involved in youth
culture. DV/SV youth advocate, and yes, also a trainer

Social Work Degree, Registered Nurse, work with the homeless,
created a character program using animals for elementary students,
teaching

communication degree, experience in all areas of direct service, now
program management

My role as an educator in the public and private sectors, as well as after school programs.

I got started with the Toledo-area Take Back the Night Collective

BA in Psychology and MA in Adult and Postsecondary Education

I have worked in our local DV shelter since Oct. of 07 and I think that helps to understand the dynamics and what contributes to DV/SV and therefore how you can work to prevent it.

Reproductive justice, teen pregnancy prevention, gang violence intervention - mentoring programs

Journalism training.

Environmental organizer

Social Work and Public Health

social work

My staff who has MAsters Degrees and who were counselors were not my best staff. The education really doesn't guarantee success

social work and community organizing

Have

Bunny, what did you find was lacking?

Knowledge and understanding of youth culture and strength based programming

Very interesting to consider, thanks!

Life experiences!

Jobs Against Violence is also a good place to post

Also try to be sure they have "done their own work" and do not have serious "issues" of their own, even with the college background.

Which communities are your

Ethnic communities and first nations,

Rural youth

All rural communities

Yes, having knowledge of the culture you are working with.

professionals who work with children- we do abuse prevention and recognizing and reporting

Men on campus!

college campus communities

and men off-campus

Men and boys...men abusing substances

we have been contacted a lot recently by religious organizations as well

latino men

teens

Rural

Men, teens

youth groups

human trafficking

we're working with engaging men and boys through our new OVW grant, focusing on safety managers in the energy industry

He Said WHAT? She did WHAT?

<http://www.barcc.org/>

Stewards of Children is a great training for that- at least as far as child sexual abuse prevention. www.d2l.org

Hi Amy!

What about a strengths based approach to this too? "Describe how you've facilitated a conversation around an ism?" kind of thing?

I like that suggestion, Sandra .

What is the matter with saying feminism?

Mark - nothing! It's just that some agencies may, for whatever reason, not be able to explicitly talk about it.

I think feminism has a lot of negative connotations around it... Most people if you tell them you are a "feminist" they imagine bra burning, crazy ladies ... It's hard for me to explain what I am thinking in my head, but that is the easiest way I can think to portray it, Mark.

I've been doing this work for almost 5 years and still find it hard to really refer to myself as a feminist, just because I don't want to turn people off from what I have to say because of the connotations that come with that word...

In my experience our male preventionists can identify as feminists with far less backlash than I can. Which is part of what makes me a feminist.

Laura, definitely. It can be so frustrating.

ha! well put.

I would LOVE to do a presentation-that is my strength

This is such a great idea that we do not currently use- thanks

What do you feel causes staff turnover among preventionists?

I think if they had made me do a presentation during my interview for Prevention Coordinator, they might have just made me stay at the shelter ... I am definitely one of those that gets a little stage fright (especially in interviews), but over time I get my rhythm and routine and I am fine with it ...

Being the only one in their agency who is doing the work- isolation
lack of support

Bunny, that is a good one...

Not being able to see an immediate change in target audiences
unhealthy bosses

lack of support from the agency

Not enough self-care. Burnout.

lack of support from upper management

isolation and lack of resources in general, support network, training, etc

Difference in the Preventionalist vision and the mission of the organization.

lack of resources as far as pay and benefits

Positions that are part-time, temporary, or interim contribute to turnover.

Having to balance prevention programs with direct service needs, for example, getting called out of presentations and meetings for on-call responsibilities.

vicarious trauma

Jennifer, yes!

Staff members or management may not be aware of the World of Prevention.

LOW SALARIES!! and lack of program supplies/resources

Let's face it....we work for nonprofits. The money isn't there, and that makes a difference sometimes.

burnout, low pay, lack of support

Being a dual agency and a service agency it can be hard for people to do services and prevention at the same time. the concept can be a little difficult to understand. so training has to be big

I also agree with David- I think people get into prevention thinking there will be huge early results and really it is a process... And it takes TONS of time..

There is usually not a lot of room to advance.

Lack of Financial resources.

That's true, there is definitely a ceiling to your level of achievement

Lack of support, unhealthy management, no buy in from management

non-competitive compensation

Definitely agree with David as well. Lack of immediate results

the joy of working with youth is our pay

'Time is on our side', right Leah? Maybe not!

only one prevention staff in comparison to eight or nine intervention staff; buy-in from staff and programs that function in crisis mode not realizing that prevention is the key to reducing and eliminating crisis prevention is SO important

I think the lack of support from 'higher ups' led to one of my predecessors not staying... Pay and benefits for another...

We have an SA prevention specialist certification program in Louisiana.

Stephanie- I totally agree! Focus needs to turn more to prevention than intervention, but I don't know when that will happen... Our county is in such need of even more intervention, it's hard to see making prevention even a comparable level of staffing...

Really? Do you have more information on how to achieve that certification Mariah?

So it really helps encourage continuing training.

Amber - yes I can get you more information on the program. Info is not available on our website yet.

That would be great! My email is [removed]

Im located in Atl, GA but still always good to know about the resources that are out there

Definitely.

<http://www.nsvrc.org/publications/nsvrc-prevention-assessment-year-2-report-innovations-prevention>

Self Care could be a whole webinar

self-care is so so important, my organization is very good at it and I feel lucky for that.

I agree. We are required to take Compassion Fatigue Classes every chance we can.

There is no way you can stay in the field without it.

Oh, it could be a week long event, once a month, Bunny ! We need it pounded into our heads on a regular basis because we forget and get busy and everything else .

Sorry, I meant to type in Bunny.

What activities or approaches do you use to promote wellness among staff?

softball tournaments

Yoga classes for staff and clients

That's ok I had a client with autism once who called me Mr. Bunny and I loved it

We have tried setting up partners to "check-in" if they notice someone getting too stressed or starting to act out or something

Self Care exercise and tips offered at each monthly staff meeting by staff

unfortunately not much, nothing like you were discussing!

One work-from-home day per month

We have a regular self-care round table sharing circle, it's great to make you think about it as well as getting ideas from other staff

Gym time. Flex-time (Mental Health days). Cook-outs. Spirit Week.

Flex time

We bring projects from Survivor Art Night in for staff meetings

In the past we have tried to do quarterly get togethers (bowling, game nights, etc). Some have been successful with lots of staff, others not so much... The hard part has been either coverage for the shelter or having someone with time to even plan an event...

The flex time is so important for self care.

We are definitely not playing enough- thanks for the reminder

Day off for Women's Equality Day. Flexible scheduling. Lunch at my house for all the staff. Retreats.

flex time is key for our prevention staff, if you work late for a training you come in late the next morning or something like that- without having to constantly explain to people where you are and what you are doing. Allowing us to be adults and have some autonomy

Amber- yes! I basically make my own schedule based on trainings and meetings and classes I teach so I can work around the hours best needed for those. It is nice to be able to manage my own schedule.

Amber, if it wasn't for my flex-time.....I don't know how I would recoup.

I know! It is so helpful, and it gives you that sense of being your own person and having control of your situation which is so key

What aspects of this proposed process do you think would enhance your current process?

We will include the presentations next round of interviews

Multi-part interview

I love the idea of the presentation for the second interview. Sounds great!

I liked the questions dealing with isms and how people handle them...

Good to know people's comfort level with "hard topics" and how they handle those issues...

great ideas, thank

definitely the presentations- we were just having a meeting about how to get reliable info on how someone manages the public speaking aspect of the job before we hire them

Jen and Liz- this was great. Thank you!

Thank you so much- great presentation ladies!

Thanks much for this presentation!

Thanks so much for this great opportunity to learn and share ideas

thanks you all for your participation!

Thank you!

Thank you! Great info!

Can you include the list of websites that were posted in the chat in an email to us?

Excellent training. Thanks!
Thank you!
Thank you to ALL.. Very good info
There were some great resources listed here
Thankyou!